



STIC Search Report **EIC 3600**

STIC Database Tracking Number: 208085

TO: Jonathan Sterrett
Location: Knox 5B19
Art Unit : 3623
November 21, 2006
Case Serial Number: 09/776610

From: Caryn Wesner-Early
Location: EIC 3600
Knox 4C29
Phone: 2-3543

Caryn.Wesner-Early@uspto.gov

Search Notes

Here's your Fast & Focused search. Remember that it does not include all of the mandatory 705 databases, so if a full search of all databases is needed, you will have to submit the request for that separately.

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EIC 3600, US Patent & Trademark Office
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208085

STIC EIC 3600

Fast & Focused Search Request

47

Today's Date: 11/21 Class/Subclass: 705/11 What date would you like to use to limit the search? Priority Date: 2/16/00 Other: _____

Name <u>STERNET, Jonathan</u>	Format for Search Results (Circle One):
AU <u>3623</u> Examiner # <u>80581</u>	PAPER DISK EMAIL
Room # <u>5B19</u> Phone <u>272-6881</u>	Where have you searched so far?
Serial # <u>09/776610</u>	USP DWPI EPO JPO ACM IBM TDB
	IEEE INSPEC SPI Other _____

A "Fast & Focused" Search is completed in 2-3 hours (maximum). The search must be on a very specific topic and meet certain criteria. The criteria are posted in EIC3600 and on the EIC3600 NPL Web Page at <http://ptoweb/patents/stic/stic-tc3600.htm>.

What is the topic, novelty, motivation, utility, or other specific details defining the desired focus of this search? Please include the concepts, synonyms, keywords, acronyms, definitions, strategies, and anything else that helps to describe the topic. Please attach a copy of the abstract, background, brief summary, pertinent claims and any citations of relevant art you have found.

SEE ATTACHED -
DISCUSSION OF WHAT I NEED

Performance-reporting tool measures emps.
against threshold, percentage, etc.

g 06f
g 06g

STIC Searcher _____ Phone _____
Date picked up _____ Date Completed _____





STIC Search Results Feedback Form

EIC 3600

Questions about the scope or the results of the search? Contact **the EIC searcher or contact:**

Karen Lehman, EIC 3600 Team Leader
(571) 272-3496 Knox 4B68

Voluntary Results Feedback Form

➤ I am an examiner in Workgroup: Example: 3620 (optional)

➤ Relevant prior art **found**, search results used as follows:

- ☐ 102 rejection
- ☐ 103 rejection
- ☐ Cited as being of interest.
- ☐ Helped examiner better understand the invention.
- ☐ Helped examiner better understand the state of the art in their technology.

Types of relevant prior art found:

- ☐ Foreign Patent(s)
- ☐ Non-Patent Literature
(journal articles, conference proceedings, new product announcements etc.)

➤ Relevant prior art **not found**:

- ☐ Results verified the lack of relevant prior art (helped determine patentability).
- ☐ Results were not useful in determining patentability or understanding the invention.

Comments:

Drop off or send completed forms to EIC3600 Knox 4B68



? show files;ds
 File 347:JAPIO Dec 1976-2006/Jul(Updated 061116)
 (c) 2006 JPO & JAPIO
 File 350:Derwent WPIX 1963-2006/UD=200674
 (c) 2006 The Thomson Corporation
 File 371:French Patents 1961-2002/BOPI 200209
 (c) 2002 INPI. All rts. reserv.

Set	Items	Description
S1	1202575	EVALUATIONS OR EVALUAT??? OR REVIEW??? OR APPRAIS??? OR AS- SESSMENT OR ASSESSMENTS OR ASSESS??? OR RATING OR RATINGS OR - CRITI? OR SCORECARD OR SCORECARDS OR SCORE OR SCORES OR SCOR- ING OR FEEDBACK OR REPORT??? OR DOCUMENT???
S2	92309	PERSONNEL OR EMPLOYEE OR EMPLOYEES OR LABORER OR LABORERS - OR LABOURER OR LABOURERS OR EVALUEE OR EVALUEES OR EVALUATEE - OR EVALUATEES OR SUBORDINATE OR SUBORDINATES OR WORKER OR WOR- KERS
S3	5576257	PERFORMANCE OR PRODUCTION OR WORK OR SERVICE OR OBJECTIVES OR SPEED OR ACCURA? OR EFFICIEN?? OR (ERROR OR ERRORS OR MIST- AKE OR MISTAKES) (2N) (RATE OR RATES OR FREE OR WITHOUT)
S4	1491766	STANDARD OR THRESHOLD OR THRESHHOLD OR BAR OR QUOTA OR GOAL OR TARGET?? OR BENCHMARK OR BENCH()MARK OR CRITERION OR CRIT- ERIA OR YARDSTICK OR YARD()STICK OR MINIMUM OR PERCENTAGE
S5	8334	S2(3N)S3
S6	27	S1(10N)S4(10N)S5
S7	1373705	IC=(G06F OR G06Q)
S8	23	S6 AND S7
S9	23	IDPAT (sorted in duplicate/non-duplicate order)
S10	21	IDPAT (primary/non-duplicate records only)

10/3,K/5 (Item 5 from file: 350)
DIALOG(R)File 350:Derwent WPIX
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0015272970 - Drawing available
WPI ACC NO: 2005-623091/200564
XRPX Acc No: N2005-511480

Temporary employee evaluation system corrects evaluated parameters of employee such as technical and performance capabilities, humanity and work attitude and selects temporary employee according to requirement of customer company

Patent Assignee: E TECH KK (ETEE-N)
Inventor: ARAI M; KATSUNO A; KONUMA S; MATSUMOTO K; ONO K; OTSUKI M
Patent Family (1 patents, 1 countries)

Patent Number	Kind	Date	Application Number	Kind	Date	Update
JP 2005235126	A	20050902	JP 200446972	A	20040223	200564 B

Priority Applications (no., kind, date): JP 200446972 A 20040223

Patent Details

Number	Kind	Lan	Pg	Dwg	Filing Notes
JP 2005235126	A	JA	15	3	

...NOVELTY - An **evaluation** unit receives parameter such as technical and performance capabilities, humanity and **work** attitude of **employee** and **evaluates** the **employee work** level and potential and provides to a customer examination unit of customer company. A correction unit corrects the **evaluated** parameters using the **target** evaluation **criteria** and selects temporary employee according to the requirement of the company.

Class Codes

International Classification (Main): **G06F-017/60**

10/3,K/7 (Item 7 from file: 350)
DIALOG(R)File 350:Derwent WPIX
(c) 2006 The Thomson Corporation. All rts. reserv.

0014734914
WPI ACC NO: 2005-082535/
XRPX Acc No: N2005-072428

Personal achievement check system and method

Patent Assignee: HONGFUJIN PRECISION IND SHENZHEN CO LTD (HONG-N)
Inventor: GUO X; XIAO Z; YE B

Patent Family (1 patents, 1 countries)

Patent Number	Kind	Date	Application Number	Kind	Date	Update
CN 1536517	A	20041013	CN 2003114164	A	20030405	200510 B

Priority Applications (no., kind, date): CN 2003114164 A 20030405

Patent Details

Number	Kind	Lan	Pg	Dwg	Filing Notes
CN 1536517	A	ZH		0	

...and a performance reportproducing module. The tracing module traces the actual parts processing state; the **personnel performance** examining module makes performance examination and analysis according to working

time, job **standard** reaching rate and job quality; the performance **report** producing module makes the above data into report forms. The examining system has many client...

Class Codes

International Classification (Main): **G06F-017/60**
(Additional/Secondary): **G06F-009/40**

10/3,K/8 (Item 8 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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0014381043 - Drawing available

WPI ACC NO: 2004-570089/200455

XRPX Acc No: N2004-450855

Employee performance managing method for customer management service provider, involves generating and displaying performance grade of employee based on collected quantitative and qualitative data characterizing employee

Patent Assignee: NEWMAN N (NEWM-I); OLSEN T D (OLSE-I); ROYALL M (ROYA-I); SCHULZE T (SCHU-I); WHITACRE C (WHIT-I); WHITE R (WHIT-I)

Inventor: NEWMAN N; OLSEN T D; ROYALL M; SCHULZE T; WHITACRE C; WHITE R

Patent Family (1 patents, 1 countries)

Patent			Application			
Number	Kind	Date	Number	Kind	Date	Update
US 20040138944	A1	20040715	US 2002397651	P	20020722	200455 B
			US 2003624283	A	20030722	

Priority Applications (no., kind, date): US 2002397651 P 20020722; US 2003624283 A 20030722

Patent Details

Number	Kind	Lan	Pg	Dwg	Filing	Notes
US 20040138944	A1	EN	26	17	Related to Provisional	US 2002397651

...NOVELTY - The method involves collecting quantitative data that includes an attendance **score** generated by comparing time keeping information with an assigned schedule and an attendance **target** of an employee. Qualitative data input characterizing the **employee performance** is collected. A performance grade is generated based on the quantitative and the qualitative data...

Class Codes

International Classification (Main): **G06F-017/60**

10/3,K/9 (Item 9 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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0014109663 - Drawing available

WPI ACC NO: 2004-293971/

XRPX Acc No: N2004-233488

Multi-perspective enterprise management method involves selecting subset of project work records based on predetermined filtering criteria, for generating enterprise report

Patent Assignee: TANAKA M (TANA-I)

Inventor: TANAKA M

Patent Family (1 patents, 1 countries)

Patent			Application			Update	
Number	Kind	Date	Number	Kind	Date		
US 20040054562	A1	20040318	US 2002245668	A	20020916	200427	B

Priority Applications (no., kind, date): US 2002245668 A 20020916

Patent Details

Number	Kind	Lan	Pg	Dwg	Filing Notes
US 20040054562	A1	EN	13	7	

Class Codes

International Classification (Main): **G06F-017/60**

Original Publication Data by Authority

Original Abstracts:

...into a set of project specific work records; selecting a subset of the project specific **employee work** records using a predetermined set of filtering **criteria** ; and generating an enterprise **report** from the selected subset of work records. The method also discloses: completing a set of...

...having a uniform format; partitioning the project work record by employee into a set of **employee specific work** records; selecting a subset of the **employee specific employee work** records using a predetermined set of filtering **criteria** ; and generating an enterprise **report** from the selected subset of work records. The system discloses some means for effecting the...

Claims:

...into a set of project specific work records; selecting a subset of the project specific **employee work** records using a predetermined set of filtering **criteria** ; and generating an **enterprise** report from the selected subset of work records.

10/3,K/12 (Item 12 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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0012795921 - Drawing available

WPI ACC NO: 2002-651722/

XRPX Acc No: N2002-516314

Performance evaluation program for organization, corrects average and standard deviation of performance indication values of workers with respect to reference values

Patent Assignee: ETONA KK (ETON-N)

Inventor: KOBAYASHI M

Patent Family (1 patents, 1 countries)

Patent			Application			Update	
Number	Kind	Date	Number	Kind	Date		
JP 2002236787	A	20020823	JP 200133275	A	20010209	200270	B

Priority Applications (no., kind, date): JP 200133275 A 20010209

Patent Details

Number	Kind	Lan	Pg	Dwg	Filing Notes
JP 2002236787	A	JA	10	7	

Performance evaluation program for organization, corrects average and standard deviation of performance indication values of workers with respect to reference values

Class Codes

International Classification (Main): **G06F-017/60**

10/3,K/14 (Item 14 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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0011143795 - Drawing available

WPI ACC NO: 2002-080690/

XRPX Acc No: N2002-060106

Personnel management system evaluates employee 's efficiency from evaluation data which is input based on common human-affairs evaluation criteria

Patent Assignee: INITIA CONSULTING KK (INIT-N)

Inventor: NIBU H

Patent Family (1 patents, 1 countries)

Patent Number	Kind	Date	Application Number	Kind	Date	Update
JP 2001331619	A	20011130	JP 2000148429	A	20000519	200211 B

Priority Applications (no., kind, date): JP 2000148429 A 20000519

Patent Details

Number	Kind	Lan	Pg	Dwg	Filing	Notes
JP 2001331619	A	JA	9	3		

Personnel management system evaluates employee 's efficiency from evaluation data which is input based on common human-affairs evaluation criteria

...11) is connected to host computer (20) with a memory (22). Input terminals (30) input **evaluation** data of an employee (E), based on common human-affairs **evaluation criteria**. The **efficiency** of the **employee** is **evaluated** by a processor (23), using the input **evaluation** data. The process result is stored in the memory and output by output terminals.

Class Codes

International Classification (Main): **G06F-017/60**

10/3,K/16 (Item 16 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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0010356191 - Drawing available

WPI ACC NO: 2000-671820/200065

XRPX Acc No: N2000-497987

Human performance factor quantification involves re-evaluating standard whenever standard is not achieved by employee, and replacing standard with new standard to allow improvement in similar skill area

Patent Assignee: EXECUTING THE NUMBERS INC (EXEC-N)

Inventor: IBARRA D

Patent Family (1 patents, 1 countries)

Patent			Application			
Number	Kind	Date	Number	Kind	Date	Update
US 6119097	A	20000912	US 1997978532	A	19971126	200065 B

Priority Applications (no., kind, date): US 1997978532 A 19971126

Patent Details

Number	Kind	Lan	Pg	Dwg	Filing Notes
US 6119097	A	EN	22	13	

Alerting Abstract ...NOVELTY - An **employee** 's job **performance** is periodically monitored to determine if it is improving, by the updated **rating** of a quantifiable and objective **standard** which is re- **evaluated** whenever the **standard** is not achieved. The **standard** is replaced with a new quantifiable and objective standard which is selected to improve the...
...performance, are identified and recorded in a computer system. A rating scale with an acceptable **rating** value and an unacceptable **rating** value at opposite ends is assigned to the **standard** , and is utilized to determine where the **employee** 's **performance** stands. At least one quantifiable and objective activity is identified and assigned to the employee if the employee receives an unacceptable **rating** . An INDEPENDENT CLAIM is also included for a human performance factor quantification system ...

Class Codes

International Classification (Main): G06F-015/18

Original Publication Data by Authority

Claims:

...2) identifying and recording in the computer system the at least one quantifiable and objective **standard** which is determined to be at least a partial measure of the job performance;(3) determining if the **employee** needs to improve **performance** of the at least one quantifiable and objective **standard** by the steps of:(a) assigning in the computer system a **rating** scale to the at least one quantifiable and objective **standard** , wherein the rating scale has at opposite ends an acceptable **rating** value and an unacceptable **rating** value, and(b) utilizing the **rating** scale to determine where the **employee** 's **performance** stands in relation to the at least one quantifiable and objective **standard** by assigning and recording in the computer system a **rating** value;(4) identifying and assigning the at least one quantifiable and objective activity to the employee if the employee receives at least a partially unacceptable **rating** relative to the at least one quantifiable and objective **standard** ;(5) periodically determining whether the **employee** 's job **performance** is improving as determined by an updated **rating** of the at least one quantifiable and objective **standard** as recorded in the computer system;(6) re-evaluating the at least one quantifiable and...

10/3,K/21 (Item 21 from file: 347)
DIALOG(R)File 347:JAPIO
(c) 2006 JPO & JAPIO. All rts. reserv.

05559590 **Image available**
WORK INDICATION AND SUPPORT SYSTEM ACCORDING TO DOCUMENT

PUB. NO.: 09-174390 [JP 9174390 A]
PUBLISHED: July 08, 1997 (19970708)

Caryn S. Wesner-Early EIC 3600 21-Nov-06

INVENTOR(s): HONJO SHIGEAKI
KUWAJIMA SHUJI
IMOTO KOICHI
URAGAMI TAKEHISA
MOTOKI KOHEI
INOUE MICHIIRO
APPLICANT(s): FUJITSU LTD [000522] (A Japanese Company or Corporation), JP
(Japan)
NIPPON STEEL CORP [000665] (A Japanese Company or
Corporation), JP (Japan)
SHINNITTETSU JOHO TSUSHIN SYST KK [000000] (A Japanese
Company or Corporation), JP (Japan)
APPL. NO.: 07-333195 [JP 95333195]
FILED: December 21, 1995 (19951221)

INTL CLASS: B23Q-041/08; B23P-021/00; G05B-023/02; **G06F-017/60**

ABSTRACT

PROBLEM TO BE SOLVED: To reduce load applied to a **worker** at a **production**
spot and surely provide a proper work **standard document** by receiving a
retrieved work **standard document**, transmitting it to each corresponding
step terminal unit, and providing delivering means for presentation to...

10/AN,AZ,II/1 (Item 1 from file: 350)
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0016061260

Personnel performance evaluation system has computer executing software to display screen which generates written reports based on input from evaluator user

Original Titles:

Method and apparatus for personnel evaluation
METHOD AND APPARATUS FOR PERSONNEL EVALUATION
METHODE ET SYSTEME D'EVALUATION DU PERSONNEL
Local Applications (No Type Date): US 200550258 A 20050201; WO 2006US3578
A 20060201
Priority Applications (no., kind, date): US 200550258 A 20050201

10/AN,AZ,II/2 (Item 2 from file: 350)
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0015656477

Intelligence report generation method for report on company product from online data, involves analyzing speaker attribute and semantic attributes of data captured from information service, to generate processed information

Original Titles:

Systems and methods for developing intelligence from information existing on a network
Local Applications (No Type Date): US 2004607230 P 20040903; US
2005219975 A 20050906
Priority Applications (no., kind, date): US 2004607230 P 20040903; US
2005219975 A 20050906

10/AN,AZ,II/3 (Item 3 from file: 350)
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0015570236

Employee evaluating and managing method for use in outsourcing company, involves comparing performance values of employee to determine relative performance value, and determining incentive for employee based on determined value

Original Titles:

System and method for evaluating and managing the productivity of employees
SYSTEM AND METHOD FOR EVALUATING AND MANAGING THE PRODUCTIVITY OF EMPLOYEES
SYSTEME ET PROCEDE PERMETTANT D'EVALUER ET GERER LA PRODUCTIVITE DES EMPLOYES
Local Applications (No Type Date): US 2004901256 A 20040726; WO
2005US26098 A 20050722
Priority Applications (no., kind, date): US 2004901256 A 20040726

10/AN,AZ,II/4 (Item 4 from file: 350)
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0015332967

Customer service evaluation providing method for mystery shopper, involves recording a shopper's communication, permitting shopper to complete shopping report, and permitting entity to access completed report

Original Titles:

METHOD AND SYSTEM FOR EVALUATION SHOPPING

Local Applications (No Type Date): US 2005908312 A 20050506

Priority Applications (no., kind, date): US 2005908312 A 20050506

10/AN,AZ,TI/5 (Item 5 from file: 350)

DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0015272970

Temporary employee evaluation system corrects evaluated parameters of employee such as technical and performance capabilities, humanity and work attitude and selects temporary employee according to requirement of customer company

Local Applications (No Type Date): JP 200446972 A 20040223

Priority Applications (no., kind, date): JP 200446972 A 20040223

10/AN,AZ,TI/6 (Item 6 from file: 350)

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0014774842

Method for image-wise setting a standard operating speed for operating step in industrial work process, involves confirming whether image of accelerated work process has maximum speed, to obtain standardized class-one operation element

Original Titles:

Method for setting image for standard operating speed, and method for finding evaluation value with image of evaluation subject data based on standard operating speed

METHOD FOR SETTING IMAGE FOR STANDARD OPERATING SPEED, AND METHOD FOR FINDING EVALUATION VALUE WITH IMAGE OF EVALUATION SUBJECT DATA BASED ON STANDARD OPERATING SPEED

PROCEDE DE REGLAGE D'IMAGE POUR VITESSE D'EXPLOITATION STANDARD, ET PROCEDE DE DETERMINATION DE VALEUR D'EVALUATION AVEC IMAGE DE DONNEES DE SUJET D'EVALUATION REPOSANT SUR CETTE VITESSE

Local Applications (No Type Date): WO 2004JP10158 A 20040709; CN

200480000869 A 20040709; WO 2004JP10158 A 20040709; JP 2005511592 A

20040709; WO 2004JP10158 A 20040709; KR 2005716727 A 20050907; WO

2004JP10158 A 20040709; US 2006521554 A 20060508

Priority Applications (no., kind, date): JP 2003272627 A 20030709

10/AN,AZ,TI/7 (Item 7 from file: 350)

DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0014734914

Personal achievement check system and method

Local Applications (No Type Date): CN 2003114164 A 20030405

Priority Applications (no., kind, date): CN 2003114164 A 20030405

10/AN,AZ,TI/8 (Item 8 from file: 350)
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0014381043

Employee performance managing method for customer management service provider, involves generating and displaying performance grade of employee based on collected quantitative and qualitative data characterizing employee

Original Titles:

Program performance management system
Local Applications (No Type Date): US 2002397651 P 20020722; US
2003624283 A 20030722
Priority Applications (no., kind, date): US 2002397651 P 20020722; US
2003624283 A 20030722

10/AN,AZ,TI/9 (Item 9 from file: 350)
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0014109663

Multi-perspective enterprise management method involves selecting subset of project work records based on predetermined filtering criteria, for generating enterprise report

Original Titles:

Multi-perspective enterprise management tool
Local Applications (No Type Date): US 2002245668 A 20020916
Priority Applications (no., kind, date): US 2002245668 A 20020916

10/AN,AZ,TI/10 (Item 10 from file: 350)
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0013267087

Information systems relating method for public services, involves storing related request data, opinion data, personnel goal data and policy evaluation data, to allow information system to refer stored data upon requirement

Original Titles:

INFORMATION SYSTEM ASSOCIATING METHOD
Method of relating information systems
Method of relating information systems
Local Applications (No Type Date): US 2001941361 A 20010828; CA 2355782
A 20010824; JP 2001193910 A 20010627; US 2001941361 A 20010828
Priority Applications (no., kind, date): US 2001941361 A 20010828; JP
2001193910 A 20010627

10/AN,AZ,TI/11 (Item 11 from file: 350)
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0013267062

Employee management method in business organization, involves calculating

combined evaluation and planning factors for employee from evaluation data and planning factors data received from each manager

Original Titles:

System and method for improved matrix management of personnel planning factors

System and method for improved matrix management of personnel planning factors

Local Applications (No Type Date): US 2001895883 A 20010629; US 2001895883 A 20010629

Priority Applications (no., kind, date): US 2001895883 A 20010629

10/AN,AZ,TI/12 (Item 12 from file: 350)

DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0012795921

Performance evaluation program for organization, corrects average and standard deviation of performance indication values of workers with respect to reference values

Original Titles:

PERSONNEL RATING PROGRAM

Local Applications (No Type Date): JP 200133275 A 20010209

Priority Applications (no., kind, date): JP 200133275 A 20010209

10/AN,AZ,TI/13 (Item 13 from file: 350)

DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0012706363

Computerized identification of repeatedly malfunctioning equipment by assigning unique identifiers to equipment data and analyzing database to review logged malfunctions

Original Titles:

Method and system for identifying repeatedly malfunctioning equipment

METHOD AND SYSTEM FOR IDENTIFYING REPEATEDLY MALFUNCTIONING EQUIPMENT

PROCEDE ET SYSTEME SERVANT A IDENTIFIER DES ARTICLES D'EQUIPEMENT

PRESENTANT DES DEFAILLANCES REPETEES

Local Applications (No Type Date): WO 2001US12978 A 20010420; WO

2001US12978 A 20010420; MX 20028345 A 20020827; AU 2001255568 A

20010420; WO 2001US12978 A 20010420; MX 20028345 A 20020827; AU

2001255568 A 20010420

Priority Applications (no., kind, date): US 2000258747 P 20001229

10/AN,AZ,TI/14 (Item 14 from file: 350)

DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0011143795

Personnel management system evaluates employee 's efficiency from evaluation data which is input based on common human-affairs evaluation criteria

Original Titles:

SYSTEM AND METHOD FOR TALENT MANAGEMENT

Local Applications (No Type Date): JP 2000148429 A 20000519
Priority Applications (no., kind, date): JP 2000148429 A 20000519

10/AN,AZ,TI/15 (Item 15 from file: 350)
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0011051469

Employee performance rating method in large companies, involves performing electronic soliciting and notifying approved raters automatically

Original Titles:

Verfahren zum Beurteilen der Leistung eines Angestellten

Method of rating employee performance

Methode d'evaluation de la performance d'un employe

Method of rating employee performance

Local Applications (No Type Date): EP 2000308228 A 20000920; US

1999437122 A 19991110

Priority Applications (no., kind, date): US 1999437122 A 19991110

10/AN,AZ,TI/16 (Item 16 from file: 350)
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0010356191

Human performance factor quantification involves re-evaluating standard whenever standard is not achieved by employee, and replacing standard with new standard to allow improvement in similar skill area

Original Titles:

System and method for quantification of human performance factors.

Local Applications (No Type Date): US 1997978532 A 19971126

Priority Applications (no., kind, date): US 1997978532 A 19971126

10/AN,AZ,TI/17 (Item 17 from file: 350)
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0008493593

Modification work allocation apparatus used in repairing e.g. elevator, escalator - has personal computer with communication device for communication with host computer that extracts and processes required data from several memories

Original Titles:

REPAIR WORK ALLOCATION DEVICE

Local Applications (No Type Date): JP 199694231 A 19960416

Priority Applications (no., kind, date): JP 199694231 A 19960416

10/AN,AZ,TI/18 (Item 18 from file: 347)
DIALOG(R)File 347:(c) 2006 JPO & JAPIO. All rts. reserv.

08692296

ATTENDANCE START/END TIME MANAGEMENT DEVICE AND ATTENDANCE START/END MANAGEMENT SYSTEM BY CELLULAR PHONE AND BAR CODE READING MEANS

APPL. NO.: 2004-302166 [JP 2004302166]

10/AN,AZ,TI/19 (Item 19 from file: 347)
DIALOG(R)File 347:(c) 2006 JPO & JAPIO. All rts. reserv.

06939132
WORK SKILL SUPPORTING DEVICE

APPL. NO.: 11-351955 [JP 99351955]

10/AN,AZ,TI/20 (Item 20 from file: 347)
DIALOG(R)File 347:(c) 2006 JPO & JAPIO. All rts. reserv.

06915455
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APPL. NO.: 11-326221 [JP 99326221]

10/AN,AZ,TI/21 (Item 21 from file: 347)
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(c) 2006 Elsevier Eng. Info. Inc.
File 14:Mechanical and Transport Engineer Abstract 1966-2006/Nov
(c) 2006 CSA.
File 34:SciSearch(R) Cited Ref Sci 1990-2006/Nov W2
(c) 2006 The Thomson Corp
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(c)2006 Japan Science and Tech Corp(JST)
File 434:SciSearch(R) Cited Ref Sci 1974-1989/Dec
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Set	Items	Description
S1	10677088	EVALUATIONS OR EVALUAT??? OR REVIEW??? OR APPRAIS??? OR ASSESSMENT OR ASSESSMENTS OR ASSESS??? OR RATING OR RATINGS OR - CRITIQ? OR SCORECARD OR SCORECARDS OR SCORE OR SCORES OR SCORING OR FEEDBACK OR REPORT??? OR DOCUMENT???
S2	881003	PERSONNEL OR EMPLOYEE OR EMPLOYEES OR LABORER OR LABORERS - OR LABOURER OR LABOURERS OR EVALUEE OR EVALUEES OR EVALUATEE - OR EVALUATEES OR SUBORDINATE OR SUBORDINATES OR WORKER OR WORKERS
S3	9973838	PERFORMANCE OR PRODUCTION OR WORK OR SERVICE OR OBJECTIVES OR SPEED OR ACCURA? OR EFFICIEN?? OR (ERROR OR ERRORS OR MISTAKE OR MISTAKES) (2N) (RATE OR RATES OR FREE OR WITHOUT)
S4	4091738	STANDARD OR THRESHOLD OR THRESHHOLD OR BAR OR QUOTA OR GOAL OR TARGET?? OR BENCHMARK OR BENCH()MARK OR CRITERION OR CRITERIA OR YARDSTICK OR YARD()STICK OR MINIMUM OR PERCENTAGE OR - REFERENCE()VALUE
S5	51998	S2(3N)S3
S6	387	S1(10N)S4(10N)S5
S7	12920141	INDEX OR CLASSIFICATION OR RANK?? OR RANKING OR SELECT??? - OR ORDER??? OR PRIORITI? OR IN(2W)ORDER OR DISPLAY??? OR SHOW??? OR VIEW???
S8	5286240	DATAFIELD OR DATAFIELDS OR LABEL OR LABELS OR FIELD OR FIELDS OR ELEMENT OR ELEMENTS OR FIELDNAME OR FIELDNAMES
S9	273652	S7(5N)S8
S10	0	S6(S)S9
S11	144	S6(S)(S7 OR S8)
S12	97	S6(20N)(S7 OR S8)
S13	346463	S1(10N)S4
S14	188	S5(7N)S13
S15	0	S9(S)S14
S16	49	S14(10N)(S7 OR S8)
S17	880677	PERSONNEL OR EMPLOYEE OR EMPLOYEES OR LABORER OR LABORERS - OR LABOURER OR LABOURERS OR SUBORDINATE OR SUBORDINATES OR WO-

WORKER OR WORKERS

S18	51991	S3 (3N) S17
S19	386	S1 (10N) S4 (10N) S18
S20	115	S7 (S) S19
S21	39	S8 (S) S19
S22	10	S20 AND S21
S23	66	S7 (10N) S19
S24	101	S21 OR S23
S25	91	S24 NOT S22
S26	71	S25 NOT PY>2000
S27	71	S26 NOT PD=20000217:20061231
S28	69	RD (unique items)
S29	21	S8 (20N) S19
S30	84	S23 OR S29
S31	77	S30 NOT S22
S32	61	S31 NOT PY>2000
S33	61	S32 NOT PD=20000517:20061231
S34	60	RD (unique items)
S35	60	Sort S34/ALL/HITS

35/3,K/1 (Item 1 from file: 34)

DIALOG(R)File 34:SciSearch(R) Cited Ref Sci
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03889492 Genuine Article#: QP575 No. References: 0

Title: JAPANESE MANUFACTURING PERFORMANCE CRITERIA

Author(s): FRY TD

Corporate Source: UNIV S CAROLINA, COLL BUSINESS ADM/COLUMBIA//SC/29208

Journal: INTERNATIONAL JOURNAL OF PRODUCTION RESEARCH, 1995, V33, N4 (APR)
, P933-954

ISSN: 0020-7543

Language: ENGLISH Document Type: ARTICLE (Abstract Available) (NO REFS
KEYED)

...Abstract: their long-term consequences. As a result, authors have suggested that the criteria used to **assess employee performance** in Japan tend to reflect this **view**. This paper **reports** the results from eight plants in Japan of five Japanese companies regarding the **criteria** used to **assess employee performance**. The types of **criteria** used at various levels in the management hierarchy as well as the specific **criteria** used are discussed. Previous studies **reported** that top level managers were most concerned with non-financial criteria while lower level managers...

35/3,K/12 (Item 12 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online
(c) 2006 ProQuest Info&Learning. All rts. reserv.

01766423 ORDER NO: AADAA-I9988665

Criteria for evaluating personnel directors in Missouri public schools

Author: Giarratano, Caryn Denise Bachman

Degree: Ph.D.

Year: 2000

Corporate Source/Institution: University of Missouri - Columbia (0133)

Source: VOLUME 61/09-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3424. 179 PAGES

ISBN: 0-599-95514-7

...was to clarify the roles and responsibilities of school personnel directors in Missouri public schools **in order** to identify **criteria** that could be used in the **performance assessment** of school **personnel** directors. Preparation for this quest included research of the literature to discover roles and responsibilities...

35/3,K/13 (Item 13 from file: 6)

DIALOG(R)File 6:NTIS

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1583737 NTIS Accession Number: AD-A234 292/1

Air Force Research to Link Standards for Enlistment to On-the-Job Performance

(Interim rept. Oct 84-Dec 90)

Teachout, M. S. ; Pellum, M. W.

Air Force Human Resources Lab., Brooks AFB, TX.

Corp. Source Codes: 026411000; 404415

Sponsor: Air Force Human Resources Lab., Brooks AFB, TX.

Report No.: AFHRL-TR-90-90

Feb 91 18p

Languages: English

Journal Announcement: GRAI9117

Order this product from NTIS by: phone at 1-800-553-NTIS (U.S. customers); (703)605-6000 (other countries); fax at (703)321-8547; and email at orders@ntis.fedworld.gov. NTIS is located at 5285 Port Royal Road, Springfield, VA, 22161, USA.

NTIS Prices: PC A03/MF A01

...Job Performance Measurement/Enlistment Standards Project. This project has focused on developing a technology for **assessing** the **performance** capability of enlisted **personnel**, with the **goal** of determining relationships among **selection** and **classification** standards on-the-job performance. This **report** describes those relationships. A brief overview of the Air Force Job Performance Measurement (JPM) research...

35/3,K/19 (Item 19 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

(c) 2006 ProQuest Info&Learning. All rts. reserv.

753190 ORDER NO: AAD81-17677

THE NATURE AND EXTENT OF STATUTORY AND REGULATORY CONTROLS GOVERNING THE PUBLIC SCHOOL PERSONNEL PERFORMANCE APPRAISAL PROCESS IN THE 50 STATES AND THE DISTRICT OF COLUMBIA

Author: STALLARD, WADE HAMPTON, JR.

Degree: ED.D.

Year: 1981

Corporate Source/Institution: UNIVERSITY OF PENNSYLVANIA (0175)

Source: VOLUME 42/03-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 951. 212 PAGES

...serve as the basis for continued research into the nature of the various personnel performance **appraisal** factors. Practically, data produced will serve public school administrators in the continued refinement and improvement of **personnel performance appraisal** system through the exhibition of **criteria** developed from the contemporary research concerning the **elements** of the **appraisal** process.

The purpose of this study was to determine the nature and extent of statutory...

35/3,K/20 (Item 20 from file: 6)

DIALOG(R)File 6:NTIS

(c) 2006 NTIS, Intl Cpyrght All Rights Res. All rts. reserv.

0452254 NTIS Accession Number: PB-233 056/1/XAB

Handbook of Job Proficiency Criteria: A GLAC Research Report

(Final rept)

Smith, J. ; Niedzwiedz, E. ; Davis, M. ; Kneisner, C.

Ohio Dept. of State Personnel, Columbus. Civil Service Examination Bureau.

Report No.: USCSC-72-OH-04-25

Jul 73 82p

Journal Announcement: GRAI7418

Order this product from NTIS by: phone at 1-800-553-NTIS (U.S. customers); (703)605-6000 (other countries); fax at (703)321-8547; and email at orders@ntis.fedworld.gov. NTIS is located at 5285 Port Royal Road, Springfield, VA, 22161, USA.

NTIS Prices: PC A05/MF A01

... measurement; Development of criterion measures; and An analysis of a survey--current government practices in **criterion** development and validation research. **Selected** subheadings include: Methods by which job performance can be observed and **assessed**, Types of **criterion** measures, **Personnel** data, Simulated **performance** measures, Sources of error in **rating** techniques, Employee comparison systems, Check list methods, Critical incident methods, and An examination of predictive...

35/3,K/26 (Item 26 from file: 474)
DIALOG(R)File 474:New York Times Abs
(c) 2006 The New York Times. All rts. reserv.

01143738 NYT Sequence Number: 029419820414
(HUD employee Al Louis Ripskis files suit against department in US District Court in Washington (DC) to obtain listing of co-workers who have received performance ratings of 'outstanding' and of criteria used. **Contents information on ratings is vital with regard to seniority and job security in view of rising number of layoffs among Federal employees (S).**)

CLINES, FRANCIS
New York Times, Col. 1, Pg. 20, Sec. 1
Wednesday April 14 1982

...US District Court in Washington (DC) to obtain listing of co-workers who have received performance ratings of 'outstanding' and of criteria used. **Contents information on ratings is vital with regard to seniority and job security in view of rising number of layoffs among Federal employees (S).**)

35/3,K/33 (Item 33 from file: 6)
DIALOG(R)File 6:NTIS
(c) 2006 NTIS, Intl Cpyrght All Rights Res. All rts. reserv.

0283528 NTIS Accession Number: PB-201 715/XAB
A Study of Personnel Practices, and Training Needs in South Carolina Counties

Parle, W. M.
South Carolina State Planning and Grants Div., Columbia.
Report No.: SC-40-0014-0392
Jun 71 49p
Journal Announcement: GRAI7118
Order this product from NTIS by: phone at 1-800-553-NTIS (U.S. customers); (703)605-6000 (other countries); fax at (703)321-8547; and email at orders@ntis.fedworld.gov. NTIS is located at 5285 Port Royal Road, Springfield, VA, 22161, USA.
NTIS Prices: PC A03/MF A01

Descriptors: *Local government; * **Personnel** management; *Civil **Service** ; *South Carolina; **Personnel selection** ; Specialized training; **Criteria** ; Performance **evaluation** ; Requirements; Surveys; Management methods; Recommendations

35/3,K/37 (Item 37 from file: 7)
DIALOG(R)File 7:Social SciSearch(R)
(c) 2006 The Thomson Corp. All rts. reserv.

03137900 Genuine Article#: YR673 No. References: 63

**Title: Validity of customer service measures in personnel selection :
A review of criterion and construct evidence**

Author(s): Frei RL; McDaniel MA

Corporate Source: TEMPLE UNIV, DEPT PSYCHOL, SOCIAL ORG DIV, WEISS

HALL/PHILADELPHIA//PA/19112 (REPRINT); UNIV AKRON, DEPT

PSYCHOL/AKRON//OH/44325

Journal: HUMAN PERFORMANCE, 1998, V11, N1, P1-27

Publisher: LAWRENCE ERLBAUM ASSOC INC, 10 INDUSTRIAL AVE, MAHWAH, NJ

07430-2262

ISSN: 0895-9285

Language: English Document Type: Article

(ABSTRACT AVAILABLE)

**Title: Validity of customer service measures in personnel selection :
A review of criterion and construct evidence**

35/3,K/40 (Item 40 from file: 6)

DIALOG(R)File 6:NTIS

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2278017 NTIS Accession Number: PB2004-100609/XAB

**Validation Project for the Contract Specialist (GS-1102-5/7) Examination:
Development of the Job Performance Rating Form**

Robinson, N. K.

Office of Personnel Management, Washington, DC. Employment Service.

Corp. Source Codes: 055445035

Report No.: OED-88-05

Dec 1987 20p

Languages: English

Journal Announcement: USGRDR0404

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fax at (703)605-6900; and email at orders@ntis.gov. NTIS is located at 5285
Port Royal Road, Springfield, VA, 22161, USA.

NTIS Prices: PC A03/MF A01

Descriptors: *Job performance ; *Validation; Ratings ; Personnel
selection ; Criterion referenced tests

? t s35/6/1-40

35/6/1 (Item 1 from file: 34)
03889492 Genuine Article#: QP575 Number of References: 0
Title: JAPANESE MANUFACTURING PERFORMANCE CRITERIA (Abstract Available)

35/6/2 (Item 2 from file: 6)
1502726 NTIS Accession Number: AD-A219 046/0
Improving the Selection, Classification, and Utilization of Army Enlisted Personnel: Annual Report, 1987 Fiscal Year
(Interim rept. Oct 86-Sep 87)
Oct 89

35/6/3 (Item 3 from file: 7)
02983793 Genuine Article#: VY108 Number of References: 21
Title: LINKING EMPLOYEE PERCEPTIONS OF SERVICE CLIMATE TO CUSTOMER SATISFACTION (Abstract Available)
1996

35/6/4 (Item 4 from file: 6)
1698530 NTIS Accession Number: DE93000964
Quality control program for the Hanford External Dosimetry thermoluminescent processing system
Sep 92

35/6/5 (Item 5 from file: 6)
1520872 NTIS Accession Number: AD-A223 063/9
Relative Average Recruiting Yields by AFQT Category
(Final rept)
May 89

35/6/6 (Item 6 from file: 35)
01437885 ORDER NO: AADAA-I9534128
THE DEVELOPMENT AND EVALUATION OF A TRAINEE SELECTION SYSTEM FOR NEW TECHNOLOGY WORK REQUIREMENTS. (VOLUMES I AND II) (HUMAN RESOURCES)
Year: 1995

35/6/7 (Item 7 from file: 35)
01255589 ORDER NO: AAD92-39504
SPECIAL EDUCATION: THE HIGH SCHOOL EXPERIENCE
Year: 1992

35/6/8 (Item 8 from file: 6)
1109332 NTIS Accession Number: AD-A140 334/4
Effects of Appraisal Salience on Immediate and Memory-Based Judgments
(Interim technical rept)
Mar 84

35/6/9 (Item 9 from file: 6)
0142087 NTIS Accession Number: AD-666 206/XAB
Criteria for Assessing Hearing Damage Risk from Impulse-Noise Exposure
(Technical memo)

Aug 67

35/6/10 (Item 10 from file: 8)
08788023

Title: Analysis of person-job fit in the public inquiry service at the Hungarian telecom organization experiences of a validation process
Publication Year: 1999

35/6/11 (Item 11 from file: 7)
02452503 Genuine Article#: KL666 Number of References: 15
Title: THE LEARNING-PERFORMANCE AND COST-EFFECTIVENESS OF MENTALLY-DISABLED WORKERS (Abstract Available)
1993

35/6/12 (Item 12 from file: 35)
01766423 ORDER NO: AADAA-I9988665
Criteria for evaluating personnel directors in Missouri public schools
Year: 2000

35/6/13 (Item 13 from file: 6)
1583737 NTIS Accession Number: AD-A234 292/1
Air Force Research to Link Standards for Enlistment to On-the-Job Performance
(Interim rept. Oct 84-Dec 90)
Feb 91

35/6/14 (Item 14 from file: 6)
1520709 NTIS Accession Number: AD-A222 894/8
Effect of the GT Composite Requirement on Qualification Rates
(Final rept)
Mar 90

35/6/15 (Item 15 from file: 35)
01289234 ORDER NO: AAD13-50626
ORGANIZATION STRUCTURE FOR LARGE PUBLIC SECTOR CONSTRUCTION MANAGEMENT PROJECTS
Year: 1992

35/6/16 (Item 16 from file: 99)
1249779 H.W. WILSON RECORD NUMBER: BAST95045534
Factors in sizing protective grounds
19950700

35/6/17 (Item 17 from file: 35)
897396 ORDER NO: AAD85-22992
ASSESSMENT OF THE CURRENT STATE OF EVALUATION PRACTICES IN EMPLOYEE ASSISTANCE PROGRAMS
Year: 1985

35/6/18 (Item 18 from file: 6)
0818890 NTIS Accession Number: HRP-0901826/8/XAB

Guide for the Development of Extramural Training Programs in Dentistry
1979

- 35/6/19 (Item 19 from file: 35)**
753190 ORDER NO: AAD81-17677
THE NATURE AND EXTENT OF STATUTORY AND REGULATORY CONTROLS GOVERNING THE PUBLIC SCHOOL PERSONNEL PERFORMANCE APPRAISAL PROCESS IN THE 50 STATES AND THE DISTRICT OF COLUMBIA
Year: 1981
- 35/6/20 (Item 20 from file: 6)**
0452254 NTIS Accession Number: PB-233 056/1/XAB
Handbook of Job Proficiency Criteria: A GLAC Research Report
(Final rept)
Jul 73
- 35/6/21 (Item 21 from file: 8)**
05334804
Title: MOTIVATIONAL IMPACT OF WORK CREWS.
Publication Year: 1987
- 35/6/22 (Item 22 from file: 8)**
03539959
Title: HUMAN FACTORS SOCIETY, 19TH ANNUAL MEETING, PROCEEDINGS, 1975.
Publication Year: 1975
- 35/6/23 (Item 23 from file: 6)**
2126140 NTIS Accession Number: ADA361986/XAB
Target Identification Predictor Study: Visual, Cognitive, and Training Variables
(Final rept)
Mar 1999
- 35/6/24 (Item 24 from file: 6)**
1527296 NTIS Accession Number: AD-A224 271/7
Multisensor Evaluation Framework
(Summary rept. May 86-Aug 89)
Sep 89
- 35/6/25 (Item 25 from file: 6)**
1511630 NTIS Accession Number: AD-A220 903/9
Incremental Validity of Spatial and Perceptual-Psychomotor Tests Relative to the Armed Services Vocational Aptitude Battery
(Final rept. Jul-Nov 89)
Feb 90
- 35/6/26 (Item 26 from file: 474)**
01143738 NYT Sequence Number: 029419820414
(HUD employee Al Louis Ripskis files suit against department in US District Court in Washington (DC) to obtain listing of co-workers who have received performance ratings of 'outstanding' and of criteria used. Contends information on ratings is vital with regard to seniority and

job security in view of rising number of layoffs among Federal employees (S.)
Wednesday April 14 1982

35/6/27 (Item 27 from file: 475)
01134895 NYT Sequence Number: 001110800715
(Demand for such highly skilled workers as engineers, computer specialists and nurses remains high, despite national unemployment rate of almost 8%. SCM Corp reports it needs 10-15 toolmakers at its NY State typewriter plants, even though 165 production employees have been laid off, and Standard Oil Co of California reports shortage of petroleum engineers. Openings in other fields cited (S).)
Tuesday July 15 1980

35/6/28 (Item 28 from file: 6)
1057002 NTIS Accession Number: AD-A131 124/0
Trainability Testing for Navy Selection and Classification
(Final rept. Mar 79-Mar 81)
Jul 83

35/6/29 (Item 29 from file: 35)
0998861 ORDER NO: AAD63-04259
EVALUATIVE CRITERIA FOR EVALUATING AND DEVELOPING TEACHER RECRUITMENT AND SELECTION, WORK LOAD, AND PERSONNEL RECORD POLICIES.
Year: 1963

35/6/30 (Item 30 from file: 6)
0933938 NTIS Accession Number: AD-A107 298/2/XAB
Performance as a Factor in Enlisted Promotions
(Research rept)
Apr 81

35/6/31 (Item 31 from file: 35)
931658 ORDER NO: AAD86-24087
A CONTINGENCY THEORY APPROACH TO AN EMPIRICAL CLASSIFICATION OF MANAGEMENT ACCOUNTING INFORMATION SYSTEMS
Year: 1986

35/6/32 (Item 32 from file: 6)
0672750 NTIS Accession Number: AD-A048 105/1/XAB
Aviator Selection 1919-1977
(Interim rept)
4 Oct 77

35/6/33 (Item 33 from file: 6)
0283528 NTIS Accession Number: PB-201 715/XAB
A Study of Personnel Practices, and Training Needs in South Carolina Counties
Jun 71

35/6/34 (Item 34 from file: 8)
07143787

Title: Golden years and project management
Conference Title: Proceedings of the 38th Annual Meeting of AACE
International
Publication Year: 1994

35/6/35 (Item 35 from file: 474)
06772268 NYT Sequence Number: 033693940911
AT IMMIGRATION, DISARRAY AND DEFEAT
Sunday September 11 1994

35/6/36 (Item 36 from file: 7)
03328132 Genuine Article#: 196LU Number of References: 51
Title: Staffing work teams: Development and validation of a selection test
for teamwork settings (ABSTRACT AVAILABLE)
1999

35/6/37 (Item 37 from file: 7)
03137900 Genuine Article#: YR673 Number of References: 63
Title: Validity of customer service measures in personnel selection :
A review of criterion and construct evidence (ABSTRACT AVAILABLE)
1998

35/6/38 (Item 38 from file: 7)
02847464 Genuine Article#: TP873 Number of References: 32
Title: PREFERENTIAL SELECTION AND STEREOTYPES - EFFECTS ON EVALUATION
OF FEMALE LEADER PERFORMANCE , SUBORDINATE GOAL COMMITMENT, AND
TASK-PERFORMANCE (Abstract Available)
1995

35/6/39 (Item 39 from file: 7)
02703710 Genuine Article#: QC135 Number of References: 191
Title: GENDER AND THE EFFECTIVENESS OF LEADERS - A METAANALYSIS (Abstract
Available)
1995

35/6/40 (Item 40 from file: 6)
2278017 NTIS Accession Number: PB2004-100609/XAB
Validation Project for the Contract Specialist (GS-1102-5/7) Examination:
Development of the Job Performance Rating Form

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File 148:Gale Group Trade & Industry DB 1976-2006/Nov 21
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File 160:Gale Group PROMT(R) 1972-1989
(c) 1999 The Gale Group
File 275:Gale Group Computer DB(TM) 1983-2006/Nov 21
(c) 2006 The Gale Group
File 476:Financial Times Fulltext 1982-2006/Nov 21
(c) 2006 Financial Times Ltd
File 621:Gale Group New Prod.Annou.(R) 1985-2006/Nov 20
(c) 2006 The Gale Group
File 634:San Jose Mercury Jun 1985-2006/Nov 18
(c) 2006 San Jose Mercury News
File 636:Gale Group Newsletter DB(TM) 1987-2006/Nov 21
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(c) 2006 CSA.
File 75:TGG Management Contents(R) 86-2006/Nov W2
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S1	17520607	EVALUATIONS OR EVALUAT??? OR REVIEW??? OR APPRAIS??? OR AS- SESSMENT OR ASSESSMENTS OR ASSESS??? OR RATING OR RATINGS OR - CRITIQ? OR SCORECARD OR SCORECARDS OR SCORE OR SCORES OR SCOR- ING OR FEEDBACK OR REPORT??? OR DOCUMENT???
S2	7100299	PERSONNEL OR EMPLOYEE OR EMPLOYEES OR LABORER OR LABORERS - OR LABOURER OR LABOURERS OR EVALUEE OR EVALUEES OR EVALUATEE - OR EVALUATEES OR SUBORDINATE OR SUBORDINATES OR WORKER OR WOR- KERS
S3	23597058	PERFORMANCE OR PRODUCTION OR WORK OR SERVICE OR OBJECTIVES OR SPEED OR ACCURA? OR EFFICIEN?? OR (ERROR OR ERRORS OR MIST- AKE OR MISTAKES) (2N) (RATE OR RATES OR FREE OR WITHOUT)
S4	10088722	STANDARD OR THRESHOLD OR THRESHHOLD OR BAR OR QUOTA OR GOAL OR TARGET?? OR BENCHMARK OR BENCH()MARK OR PERFORMANCE() (MEA- SURE OR MEASURES) OR YARDSTICK OR YARD()STICK OR MINIMUM OR P- ERCENTAGE OR REFERENCE()VALUE
S5	485915	S2(3N)S3
S6	3319	S1(10N)S4(10N)S5
S7	9783635	STANDARD OR THRESHOLD OR THRESHHOLD OR BAR OR QUOTA OR GOAL OR TARGET?? OR BENCHMARK OR BENCH()MARK OR CRITERION OR CRIT- ERIA OR YARDSTICK OR YARD()STICK OR MINIMUM OR REFERENCE()VAL- UE
S8	2553	S1(7N)S5(7N)S7
S9	4855040	DATAFIELD OR DATAFIELDS OR LABEL OR LABELS OR FIELD OR FIE- LDS OR ELEMENT OR ELEMENTS OR FIELDNAME OR FIELDNAMES
S10	112	S8(S)S9
S11	612	S8(S) (INDEX OR CLASSIFICATION OR RANK?? OR RANKING OR SELE- CT??? OR ORDER??? OR PRIORITI? OR IN(2W)ORDER OR DISPLAY??? OR SHOW??? OR VIEW???)
S12	42	S10(S)S11
S13	36	S12 NOT PY>2000
S14	36	S13 NOT PD=20000217:20061231
S15	28	RD (unique items)

15/3,K/4 (Item 4 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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01146234 97-95628

Discovery of retained employees' assessments ordered

Anonymous

IRS Employment Review n591 PP: SSS14-SSS15 Sep 1995
ISSN: 0046-9246 JRNL CODE: RRR
WORD COUNT: 821

...TEXT: eight employees in the despatch facility of its engineering department redundant. The company adopted a **selection** process which it had agreed with the trade union. The **selection criteria** comprised length of service, period of absence during the last two years, the last two **performance appraisals** of each **employee**, disciplinary records and a five- **element** skills assessment. Mr Holloway was the employee ultimately **selected** for redundancy, and he complained of unfair dismissal.

Mr Holloway challenged the way in which...

15/3,K/11 (Item 11 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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00677524 93-26745

Put high priority on job satisfaction

Gaines, Harry

Executive Excellence v10n1 PP: 8-9 Jan 1993
ISSN: 8756-2308 JRNL CODE: EEX
WORD COUNT: 1672

...ABSTRACT: The process of improving job satisfaction must be highly individual and painstakingly specific. A key **element** is expecting to enabling employees to communicate needs, values, problems, successes, and ideas to supervisors. An effective approach for improving employee job satisfaction involves both employees and managers in separately **evaluating** and **ranking employees' work** skills. **Employees** can then identify and clarify their own values, objectives, and **criteria** for job satisfaction and compare them with the skills assessments and supervisors' assessments.

15/3,K/12 (Item 12 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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00675565 93-24786

ManagePro boosts management skills

Angus, Jeff

InfoWorld v15n9 PP: 81 Mar 1, 1993
ISSN: 0199-6649 JRNL CODE: IFW
WORD COUNT: 392

...TEXT: job of management, such as tips on delegating responsibility.

ManagePro is highly customizable, from what **fields** appear on forms to the terminology the program uses. In addition, you can **select** a management level that conforms to your own goals, from the relatively simple People

Manager (communicating goals and **evaluating employees**) to the Integrated **Performance** Manager (People Manager with project management and high-level **goal** -setting responsibilities).

ManagePro can't manage for you, but if you fail to achieve adequate...

15/3,K/13 (Item 13 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2006 ProQuest Info&Learning. All rts. reserv.

00562999 91-37353
How to Promote Without Bias
Cope, Thom K.
Nation's Business v79n8 PP: 40-41 Aug 1991
ISSN: 0028-047X JRNL CODE: NAB
WORD COUNT: 1190

...TEXT: a current position as qualifications for being considered for promotion.)

Provided there are no discriminatory **elements** involved, an employer may establish preferences for considering candidates for promotion on the basis of **documented** , objective **criteria** . For example, a preferential listing might apply **in this order** : to **employees** in the **work** group where the opening exists; in the department where the opening exists; in related occupation...

15/3,K/15 (Item 15 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2006 ProQuest Info&Learning. All rts. reserv.

00482927 90-08684
A Content Validation Methodology for Job Related Physical Performance Tests
Hughes, Marie Adele; Ratliff, Ronald A.; Purswell, Jerry L.; Hadwiger, Joy
Public Personnel Management v18n4 PP: 487-504 Winter 1989
ISSN: 0091-0260 JRNL CODE: PPM

ABSTRACT: To provide an initial foundation for setting physical **performance personnel selection and evaluation criteria** for the Oklahoma Department of Corrections, research involving job analysis and analysis of physical performance...

...related physical performance tests (JR-PPT) and a general physical fitness test (G-PFT). The **field** performance group consisted of 93 convenience samples; a subsample of 27 from one cadet class...

15/3,K/16 (Item 16 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2006 ProQuest Info&Learning. All rts. reserv.

00107658 80-01513
Conventional Compensation Plans: A Hindrance to Productivity
Feeney, Edward J.
Cost & Management v53n5 PP: 44-46 Sep/Oct 1979
ISSN: 0010-9592 JRNL CODE: RIA

...ABSTRACT: traditional compensation systems is that they often penalize

desirable behavior and reward undesirable behavior. Statistics **show** that while employee wages rose some 10% in the past 11/2 years, there was...

...performance will improve and that workers will just stay alive at their jobs. A key **element** in structuring an incentive system is to link rewards to a measurable improvement in **employee performance** and the setting of so-called performance **target** goals. Rewards must be frequent, and a **feedback** system must be employed to inform each employee how well he is measuring up to...

15/3,K/18 (Item 1 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2006 The Gale Group. All rts. reserv.

08125191 SUPPLIER NUMBER: 17391217 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Organizational development: how to improve cross-functional teams.
(includes related article)

Chaudron, David
HR Focus, v72, n8, p1(3)
August, 1995
ISSN: 1059-6038 LANGUAGE: English RECORD TYPE: Fulltext; Abstract
WORD COUNT: 1711 LINE COUNT: 00142

...ABSTRACT: for the teams across the organization, managers should have the following support systems: organizational structure, **employee selection** and **performance appraisal criteria**, and compensation.

15/3,K/20 (Item 3 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2006 The Gale Group. All rts. reserv.

07499800 SUPPLIER NUMBER: 15694801 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Two sides of the coin. (effective job appraisals)
Sahl, Robert J.
Small Business Reports, v19, n8, p54(4)
August, 1994
ISSN: 0164-5382 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT; ABSTRACT
WORD COUNT: 1545 LINE COUNT: 00123

...ABSTRACT: process. Moreover, managers must establish the favorable condition for the performance review and employees must **show** managers how the latter's behavior can affect the appraisal process.

15/3,K/23 (Item 6 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2006 The Gale Group. All rts. reserv.

06400219 SUPPLIER NUMBER: 13469638 (USE FORMAT 7 OR 9 FOR FULL TEXT)
ManagePro boosts management skills. (Avantos Performance Systems's project management program) (Software Review) (Evaluation)
Angus, Jeff
InfoWorld, v15, n9, p81(1)
March 1, 1993
DOCUMENT TYPE: Evaluation ISSN: 0199-6649 LANGUAGE: ENGLISH
RECORD TYPE: FULLTEXT; ABSTRACT
WORD COUNT: 421 LINE COUNT: 00035

... that conforms to your own goals, from the relatively simple People Manager (communicating goals and **evaluating employees**) to the Integrated **Performance** Manager (People Manager with project management and high-level **goal** -setting responsibilities).

ManagePro can't manage for you, but if you fail to achieve adequate...

15/3,K/26 (Item 9 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB

(c)2006 The Gale Group. All rts. reserv.

02941880 SUPPLIER NUMBER: 04751905

Trust, perceived importance of praise and criticism, and work performance: an examination of feedback in the United States and England. (employee performance appraisals)

Earley, P. Christopher

Journal of Management, v12, n4, p457(17)

Wint, 1986

ISSN: 0149-2063

LANGUAGE: ENGLISH

RECORD TYPE: ABSTRACT

...ABSTRACT: by 36 US and 36 English trainees in the heavy manufacturing industry. The field study **evaluates** relations among variables in a **standard work** setting where **employees** receive **feedback** reflecting their actual performance. For the second study, data are submitted through the questionnaire responses...

15/6/1 (Item 1 from file: 15)

02495036 117543622

USE FORMAT 7 OR 9 FOR FULL TEXT

The manager's guide to internal control: diary of a control freak
1999

WORD COUNT: 90354

15/6/2 (Item 2 from file: 15)

01725265 03-76255

USE FORMAT 7 OR 9 FOR FULL TEXT

Environmental purchasing: Benchmarking our German counterparts
Fall 1998 LENGTH: 11 Pages

WORD COUNT: 7918

15/6/3 (Item 3 from file: 15)

01536112 01-87100

USE FORMAT 7 OR 9 FOR FULL TEXT

Importer behavior: The neglected counterpart of international exchange
Third Quarter 1997 LENGTH: 36 Pages

WORD COUNT: 13610

15/6/4 (Item 4 from file: 15)

01146234 97-95628

USE FORMAT 7 OR 9 FOR FULL TEXT

Discovery of retained employees' assessments ordered
Sep 1995 LENGTH: 2 Pages

WORD COUNT: 821

15/6/5 (Item 5 from file: 15)

01028855 96-78248

USE FORMAT 7 OR 9 FOR FULL TEXT

Spot check your SPC applications

May 1995 LENGTH: 1 Pages

WORD COUNT: 651

15/6/6 (Item 6 from file: 15)

00994544 96-43937

USE FORMAT 7 OR 9 FOR FULL TEXT

COMPASS helps corporate America improve real estate efficiency

Mar 1995 LENGTH: 3 Pages

WORD COUNT: 2376

15/6/7 (Item 7 from file: 15)

00871717 95-21109

USE FORMAT 7 OR 9 FOR FULL TEXT

Self or group? Cultural effects of training on self-efficacy and performance

Mar 1994 LENGTH: 29 Pages

WORD COUNT: 10751

15/6/8 (Item 8 from file: 15)

00802233 94-51625

USE FORMAT 7 OR 9 FOR FULL TEXT

The influence of values on management practices

Fall 1993 LENGTH: 18 Pages

WORD COUNT: 5170

15/6/9 (Item 9 from file: 15)

00750708 94-00100

****USE FORMAT 7 OR 9 FOR FULL TEXT****

Women in manufacturing: Engendering change

Aug 1993 LENGTH: 8 Pages

WORD COUNT: 4510

15/6/10 (Item 10 from file: 15)

00728393 93-77614

****USE FORMAT 7 OR 9 FOR FULL TEXT****

Does Job Re-Design Theory Explain Job Re-Design Outcomes?

Aug 1992 LENGTH: 22 Pages

WORD COUNT: 6602

15/6/11 (Item 11 from file: 15)

00677524 93-26745

****USE FORMAT 7 OR 9 FOR FULL TEXT****

Put high priority on job satisfaction

Jan 1993 LENGTH: 2 Pages

WORD COUNT: 1672

15/6/12 (Item 12 from file: 15)

00675565 93-24786

****USE FORMAT 7 OR 9 FOR FULL TEXT****

ManagePro boosts management skills

Mar 1, 1993 LENGTH: 1 Pages

WORD COUNT: 392

15/6/13 (Item 13 from file: 15)

00562999 91-37353

****USE FORMAT 7 OR 9 FOR FULL TEXT****

How to Promote Without Bias

Aug 1991 LENGTH: 2 Pages

WORD COUNT: 1190

15/6/14 (Item 14 from file: 15)

00552779 91-27136

Purchasing from Minority Small Businesses

Spring 1991 LENGTH: 6 Pages

15/6/15 (Item 15 from file: 15)

00482927 90-08684

A Content Validation Methodology for Job Related Physical Performance Tests

Winter 1989 LENGTH: 18 Pages

15/6/16 (Item 16 from file: 15)

00107658 80-01513

Conventional Compensation Plans: A Hindrance to Productivity

Sep/Oct 1979

15/6/17 (Item 1 from file: 16)
04643404 Supplier Number: 46831088 (USE FORMAT 7 FOR FULLTEXT)
Foresight Software announces SiteWare.
Oct 28, 1996
Word Count: 665

15/6/18 (Item 1 from file: 148)
08125191 SUPPLIER NUMBER: 17391217 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Organizational development: how to improve cross-functional teams.
(includes related article)
August, 1995
WORD COUNT: 1711 LINE COUNT: 00142

15/6/19 (Item 2 from file: 148)
07751394 SUPPLIER NUMBER: 16647489 (USE FORMAT 7 OR 9 FOR FULL TEXT)
COMPASS helps corporate American improve real estate efficiency.(COMPASS
Management and Leasing)
March, 1995
WORD COUNT: 2592 LINE COUNT: 00207

15/6/20 (Item 3 from file: 148)
07499800 SUPPLIER NUMBER: 15694801 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Two sides of the coin. (effective job appraisals)
August, 1994
WORD COUNT: 1545 LINE COUNT: 00123

15/6/21 (Item 4 from file: 148)
07295238 SUPPLIER NUMBER: 16074748 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Self or group? Cultural effects of training on self-efficacy and
performance. (includes appendix)
March, 1994
WORD COUNT: 11229 LINE COUNT: 00997

15/6/22 (Item 5 from file: 148)
06784766 SUPPLIER NUMBER: 14860843 (USE FORMAT 7 OR 9 FOR FULL TEXT)
The influence of values on management practices: a test in Saudi Arabia and
the United States.
Fall, 1993
WORD COUNT: 5723 LINE COUNT: 00517

15/6/23 (Item 6 from file: 148)
06400219 SUPPLIER NUMBER: 13469638 (USE FORMAT 7 OR 9 FOR FULL TEXT)
ManagePro boosts management skills. (Avantos Performance Systems's project
management program) (Software Review) (Evaluation)
March 1, 1993
WORD COUNT: 421 LINE COUNT: 00035

15/6/24 (Item 7 from file: 148)
05584129 SUPPLIER NUMBER: 11083514 (USE FORMAT 7 OR 9 FOR FULL TEXT)
How to promote without bias. (employee promotion guidelines to avoid

lawsuits)

August, 1991

WORD COUNT: 1237 LINE COUNT: 00101

15/6/25 (Item 8 from file: 148)

04562080 SUPPLIER NUMBER: 08232818 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Professional Time and Billing Plus Report Writer. (evaluation)

Feb, 1990

WORD COUNT: 241 LINE COUNT: 00017

15/6/26 (Item 9 from file: 148)

02941880 SUPPLIER NUMBER: 04751905

**Trust, perceived importance of praise and criticism, and work performance:
an examination of feedback in the United States and England. (employee
performance appraisals)**

Wint, 1986

15/6/27 (Item 10 from file: 148)

02828548 SUPPLIER NUMBER: 04251310 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Gaining control over maintenance costs.

May 22, 1986

WORD COUNT: 2866 LINE COUNT: 00235

15/6/28 (Item 1 from file: 621)

01090574 Supplier Number: 40564257 (USE FORMAT 7 FOR FULLTEXT)

**NEW GROWTHPOWER DATA COLLECTION SYSTEM IMPROVES PRODUCTION, LABOR AND
SHIPPING EFFICIENCY**

Nov 3, 1988

Word Count: 402